

# Record of Decision

**ORIGINATOR:** Chief Executive

**REFERENCE:** OPCC.D.036.25

**TITLE:** Chief Constable appointment: Retire and Rehire scheme

**OPEN** ☒ **CONFIDENTIAL** ☐

***Reason if Confidential:***

## **EXECUTIVE SUMMARY**

The Chief Constable (CC) submitted a request to participate in the 'Retire and Rehire' scheme to the Police and Crime Commissioner (PCC), which was agreed in principle.

The CC set out his achievements in the role to date, and his ambitions for the future, to support his request. He met with the PCC, and subsequently confirmed his position in writing.

Key points noted were:

- The Force Crime and Incident Response command had significantly improved against all metrics.
- The successful implementation of the new Neighbourhood Policing Model, with a focus on the deployment of 'Beat Officers'.
- Overall improved performance in reducing crime and increasing charged rates.

The CC outlined his commitment to the role and leading Kent Police, during what is expected to be a challenging period, owing to funding pressures, the devolution agenda, and issues in the Criminal Justice System (CJS). He also emphasised his support for delivery of the PCC's 'Making Kent Safer' Plan.

Other legal and financial considerations include:

- The re-appointment of the CC until December 2029 will provide strong leadership as well as stability during a period of flux.
- There will be no additional financial pressures as a result of this re-appointment.
- The partnerships and collaborative arrangements the CC has driven will be maintained, which is vital to help improve working arrangements across the CJS and with local authorities during devolution.
- The CC will be appointed under the same terms and conditions.
- The CC's participation in the 'Retire and Rehire' scheme is considered a re-appointment, and therefore necessitates a Confirmation Hearing as per the Police Reform and Social Responsibility Act 2011.
- The Deputy CC, Mr Peter Ayling, will act as Temporary CC for the one month Mr Smith is not in post.
- All relevant identity and vetting checks have been completed for both CC Smith and DCC Ayling.

## **RECOMMENDATION**

Not applicable as direct decision for the PCC.

## **DECISION**

- i. The CC can participate in the 'Retire and Rehire' scheme.
- ii. The CC will be re-appointed on the same terms and conditions as of 1 April.
- iii. The Deputy CC will act as Temporary CC for the one-month period Mr Smith is not in post.

**Chief Finance Officer:**

**Comments:** Not applicable as direct decision for the PCC.

**Signature:**

**Date:**

**Chief Executive:**

**Comments:** Not applicable as direct decision for the PCC.

**Signature:**

**Date:**

**POLICE AND CRIME COMMISSIONER FOR KENT**

**Comments:** Approved following formal submissions from the Chief Constable and further in-person discussions.

**Signature:**



**Date:** 27 January 2025

**BACKGROUND DOCUMENTS:**

CC request and subsequent submission.

**IMPACT ASSESSMENT:**

Police and Crime Plan  
*(please indicate which objectives  
decision/recommendation supports)*

The Chief Constable is responsible for supporting the PCC in delivering the strategy and priorities set out in the Police and Crime Plan.

Has an Equality Impact  
Assessment been completed?

Yes ☐ No ☒ *(If yes, please include within background documents)*

Will the decision have a  
differential/adverse impact on  
any particular diversity strand?  
*(e.g. age, disability, gender  
reassignment, race, religion/belief, sex,  
sexual orientation, marriage/civil  
partnership, pregnancy/maternity)*

Yes ☐ No ☐  
This relates to the re-appointment of the CC, an administrative process in nature. Therefore, it does not have a differential/adverse impact on any particular strand of diversity.